

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Regent Merit System Pay Plan  
**Date:** May 7, 2001

**Recommended Action:**

1. Receive Regent Merit System pay schedules proposed to be effective for fiscal year 2002, for the blue collar, security, technical and clerical bargaining units, as set forth in Attachments A, B, C, D.
2. Receive the Regent Merit System supervisory proposed pay schedules to be effective for fiscal year 2001, as set forth in Attachment E.

**Executive Summary:**

When the state budget process is complete, it is anticipated the Board Office will recommend increases to the Regent Merit System pay schedules consistent with the collective bargaining agreement negotiated for 2002-2003 between the State of Iowa and AFSCME. The state has not established its pay policies because the salary bill has not yet been approved by the General Assembly and signed by the Governor. Attachments A-E are the pay schedules the Board Office anticipates recommending upon completion of the state budget process.

The anticipated Regent pay schedules have been increased 3.0% in accordance with the AFSCME agreement and anticipated state salary policy. Contract and noncontract covered employees will be eligible for step increases in fiscal year 2002 in accordance with the collective bargaining agreement and the rules of the Regent Merit System.

A public hearing on the proposed pay plan, as required by state law, will be held at 7 p.m. on Thursday, May 10, 2001, in the Gold Room of the Memorial Union, Iowa State University. An oral report of the hearing will be given at the Board meeting.

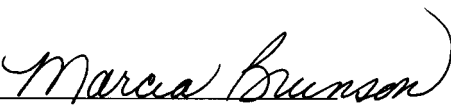
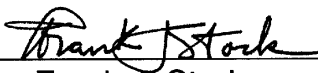
**Background:**

In accordance with Iowa Code §262.9(2), the Board appoints institutional employees and fixes their compensation. Iowa Code Chapter 19A establishes the Regent Merit System for general service staff, except as preempted by a collective bargaining agreement negotiated in accordance with the provisions of Iowa Code Chapter 20.

There are approximately 8,200 permanent employees in the Regent Merit System. About 800 of these employees are first-line supervisors who are exempt from collective bargaining. Approximately 150 clerical employees are excluded from the bargaining unit and designated "confidential" because of their work with, and access to, information used in bargaining.

The remaining 7,250 Regent Merit System employees are covered by the provisions of the statewide collective bargaining agreement between the State of Iowa and the American Federation of State, County and Municipal Employees (AFSCME). Regent employees account for about 32% of the statewide AFSCME unit.

If, by the time of the Board's May meeting, a state budget is in place for fiscal year 2002, approval of the revisions to the Regent Merit System pay schedules (Attachments A-E) will be recommended. If the budget process is not completed, a request for approval of these schedules will be delayed until a later Board meeting.

 Approved:   
Marcia R. Brunson Frank J. Stork

Board of Regents, State of Iowa  
Blue Collar Pay Plan  
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
201	Hourly	7.77	8.01	8.25	8.49	8.72	8.97	9.21	9.45	9.69	9.92
	Semi-Monthly	673.40	694.20	715.00	735.80	755.73	777.40	798.20	819.00	839.80	859.73
	Monthly Annual	1,346.80	1,388.40	1,430.00	1,471.60	1,511.47	1,554.80	1,596.40	1,638.00	1,679.60	1,719.47
202	Hourly	8.29	8.55	8.81	9.05	9.32	9.58	9.83	10.08	10.34	10.60
	Semi-Monthly	718.47	741.00	763.53	784.33	807.73	830.27	851.93	873.60	896.13	918.67
	Monthly Annual	1,436.93	1,482.00	1,527.07	1,568.67	1,615.47	1,660.53	1,703.87	1,747.20	1,792.27	1,837.33
203	Hourly	8.91	9.19	9.46	9.74	10.02	10.30	10.58	10.86	11.13	11.41
	Semi-Monthly	772.20	796.47	819.87	844.13	868.40	892.67	916.93	941.20	964.60	988.87
	Monthly Annual	1,544.40	1,592.93	1,639.73	1,688.27	1,736.80	1,785.33	1,833.87	1,882.40	1,929.20	1,977.73
204	Hourly	9.36	9.66	9.97	10.27	10.57	10.88	11.17	11.47	11.77	12.08
	Semi-Monthly	811.20	837.20	864.07	890.07	916.07	942.93	968.07	994.07	1,020.07	1,046.93
	Monthly Annual	1,622.40	1,674.40	1,728.13	1,780.13	1,832.13	1,885.87	1,936.13	1,988.13	2,040.13	2,093.87
205	Hourly	9.88	10.21	10.54	10.87	11.20	11.52	11.85	12.17	12.49	12.82
	Semi-Monthly	856.27	884.87	913.47	942.07	970.67	998.40	1,027.00	1,054.73	1,082.47	1,111.07
	Monthly Annual	1,712.53	1,769.73	1,826.93	1,884.13	1,941.33	1,996.80	2,054.00	2,109.47	2,164.93	2,222.13
206	Hourly	10.34	10.70	11.07	11.43	11.80	12.16	12.54	12.90	13.27	13.63
	Semi-Monthly	896.13	927.33	959.40	990.60	1,022.67	1,053.87	1,086.80	1,118.00	1,150.07	1,181.27
	Monthly Annual	1,792.27	1,854.67	1,918.80	1,981.20	2,045.33	2,107.73	2,173.60	2,236.00	2,300.13	2,362.53
207	Hourly	10.94	11.33	11.73	12.12	12.51	12.91	13.30	13.70	14.09	14.48
	Semi-Monthly	948.13	981.93	1,016.60	1,050.40	1,084.20	1,118.87	1,152.67	1,187.33	1,221.13	1,254.93
	Monthly Annual	1,896.27	1,963.87	2,033.20	2,100.80	2,168.40	2,237.73	2,305.33	2,374.67	2,442.27	2,509.87
208	Hourly	11.36	11.77	12.18	12.60	13.00	13.41	13.82	14.23	14.64	15.05
	Semi-Monthly	984.53	1,020.07	1,055.60	1,092.00	1,126.67	1,162.20	1,197.73	1,233.27	1,268.80	1,304.33
	Monthly Annual	1,969.07	2,040.13	2,111.20	2,184.00	2,253.33	2,324.40	2,395.47	2,466.53	2,537.60	2,608.67
	Annual	23,628.80	24,481.60	25,334.40	26,208.00	27,040.00	27,892.80	28,745.60	29,598.40	30,451.20	31,304.00

**Board of Regents, State of Iowa  
Blue Collar Pay Plan  
July 1, 2001**

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
209	Hourly	12.01	12.44	12.86	13.29	13.72	14.14	14.57	15.00	15.43	15.85
	Semi-Monthly	1,040.87	1,078.13	1,114.53	1,151.80	1,189.07	1,225.47	1,262.73	1,300.00	1,337.27	1,373.67
	Monthly Annual	2,081.73	2,156.27	2,229.07	2,303.60	2,378.13	2,450.93	2,525.47	2,600.00	2,674.53	2,747.33
210	Hourly	24,980.80	25,875.20	26,748.80	27,643.20	28,537.60	29,411.20	30,305.60	31,200.00	32,094.40	32,968.00
	Hourly	12.49	12.95	13.40	13.84	14.30	14.75	15.19	15.66	16.10	16.55
	Semi-Monthly	1,082.47	1,122.33	1,161.33	1,199.47	1,239.33	1,278.33	1,316.47	1,357.20	1,395.33	1,434.33
211	Hourly	2,164.93	2,244.67	2,322.67	2,398.93	2,478.67	2,556.67	2,632.93	2,714.40	2,790.67	2,868.67
	Hourly	25,979.20	26,936.00	27,872.00	28,787.20	29,744.00	30,680.00	31,595.20	32,572.80	33,488.00	34,424.00
	Semi-Monthly	12.98	13.45	13.93	14.40	14.88	15.36	15.83	16.30	16.78	17.25
212	Hourly	1,124.93	1,165.67	1,207.27	1,248.00	1,289.60	1,331.20	1,371.93	1,412.67	1,454.27	1,495.00
	Hourly	2,249.87	2,331.33	2,414.53	2,496.00	2,578.20	2,662.40	2,743.87	2,825.33	2,908.53	2,990.00
	Semi-Monthly	26,998.40	27,976.00	28,974.40	29,952.00	30,950.40	31,948.80	32,926.40	33,904.00	34,902.40	35,880.00
213	Hourly	13.50	14.01	14.52	15.03	15.52	16.03	16.54	17.05	17.54	18.05
	Hourly	1,170.00	1,214.20	1,258.40	1,302.60	1,345.07	1,389.27	1,433.47	1,477.67	1,520.13	1,564.33
	Semi-Monthly	2,340.00	2,428.40	2,516.80	2,605.20	2,690.13	2,778.53	2,866.93	2,955.33	3,040.27	3,128.67
214	Hourly	28,080.00	29,140.80	30,201.60	31,262.40	32,281.60	33,342.40	34,403.20	35,464.00	36,483.20	37,544.00
	Hourly	14.09	14.62	15.15	15.69	16.22	16.75	17.29	17.82	18.35	18.88
	Semi-Monthly	1,221.13	1,267.07	1,313.00	1,359.80	1,405.73	1,451.67	1,498.47	1,544.40	1,590.33	1,636.27
215	Hourly	2,442.27	2,534.13	2,626.00	2,719.60	2,811.47	2,903.33	2,996.93	3,088.80	3,180.67	3,272.53
	Hourly	29,307.20	30,409.60	31,512.00	32,635.20	33,737.60	34,840.00	35,963.20	37,065.60	38,168.00	39,270.40
	Semi-Monthly	14.64	15.16	15.70	16.21	16.74	17.26	17.80	18.31	18.84	19.37
216	Hourly	1,268.80	1,313.87	1,360.67	1,404.87	1,450.80	1,495.87	1,542.67	1,586.87	1,632.80	1,678.73
	Hourly	2,537.60	2,627.73	2,721.33	2,809.73	2,901.60	2,991.73	3,085.33	3,173.73	3,265.60	3,357.47
	Semi-Monthly	30,451.20	31,532.80	32,656.00	33,716.80	34,819.20	35,900.80	37,024.00	38,084.80	39,187.20	40,289.60
217	Hourly	15.10	15.68	16.24	16.82	17.40	17.96	18.55	19.12	19.68	20.27
	Hourly	1,308.67	1,358.93	1,407.47	1,457.73	1,508.00	1,556.53	1,607.67	1,657.07	1,705.60	1,756.73
	Semi-Monthly	2,617.33	2,717.87	2,814.93	2,915.47	3,016.00	3,113.07	3,215.33	3,314.13	3,411.20	3,513.47
218	Hourly	31,408.00	32,614.40	33,779.20	34,985.60	36,192.00	37,356.80	38,584.00	39,769.60	40,934.40	42,161.60

Board of Regents, State of Iowa  
Security Pay Plan  
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
301	Hourly	7.22	7.48	7.76	8.02	8.29	8.56	8.84	9.09	9.37	9.64
	Semi-Monthly	625.73	648.27	672.53	695.07	718.47	741.87	766.13	787.80	812.07	835.47
	Monthly Annual	1,251.47	1,296.53	1,345.07	1,390.13	1,436.93	1,483.73	1,532.27	1,575.60	1,624.13	1,670.93
302	Hourly	15,017.60	15,558.40	16,140.80	16,681.60	17,243.20	17,804.80	18,387.20	18,907.20	19,489.60	20,051.20
	Semi-Monthly	7.84	8.12	8.40	8.68	8.97	9.26	9.53	9.82	10.10	10.39
	Monthly Annual	679.47	703.73	728.00	752.27	777.40	802.53	825.93	851.07	875.33	900.47
303	Hourly	1,358.93	1,407.47	1,456.00	1,504.53	1,554.80	1,605.07	1,651.87	1,702.13	1,750.67	1,800.93
	Semi-Monthly	16,307.20	16,899.60	17,472.00	18,054.40	18,657.60	19,260.80	19,822.40	20,425.60	21,008.00	21,611.20
	Monthly Annual	8.50	8.82	9.12	9.42	9.74	10.05	10.37	10.67	10.98	11.30
304	Hourly	736.67	764.40	790.40	816.40	844.13	871.00	898.73	924.73	951.60	979.33
	Semi-Monthly	1,473.33	1,528.80	1,580.80	1,632.80	1,688.27	1,742.00	1,797.47	1,849.47	1,903.20	1,958.67
	Monthly Annual	17,680.00	18,345.60	18,969.60	19,593.60	20,259.20	20,904.00	21,569.60	22,193.60	22,838.40	23,504.00
305	Hourly	8.97	9.31	9.65	9.99	10.32	10.66	11.00	11.34	11.68	12.02
	Semi-Monthly	777.40	806.87	836.33	865.80	894.40	923.87	953.33	982.80	1,012.27	1,041.73
	Monthly Annual	1,554.80	1,613.73	1,672.67	1,731.60	1,788.80	1,847.73	1,906.67	1,965.60	2,024.53	2,083.47
306	Hourly	18,657.60	19,364.80	20,072.00	20,779.20	21,465.60	22,172.80	22,880.00	23,587.20	24,294.40	25,001.60
	Semi-Monthly	9.60	9.97	10.32	10.68	11.04	11.41	11.77	12.13	12.49	12.86
	Monthly Annual	832.00	864.07	894.40	925.60	956.80	988.87	1,020.07	1,051.27	1,082.47	1,114.53
307	Hourly	1,664.00	1,728.13	1,788.80	1,851.20	1,913.60	1,977.73	2,040.13	2,102.53	2,164.93	2,229.07
	Semi-Monthly	19,968.00	20,737.60	21,465.60	22,214.40	22,963.20	23,732.80	24,481.60	25,230.40	25,979.20	26,748.80
	Monthly Annual	10.10	10.51	10.92	11.32	11.72	12.13	12.54	12.94	13.35	13.75
308	Hourly	875.33	910.87	946.40	981.07	1,015.73	1,051.27	1,086.80	1,121.47	1,157.00	1,191.67
	Semi-Monthly	1,750.67	1,821.73	1,892.80	1,962.13	2,031.47	2,102.53	2,173.60	2,242.93	2,314.00	2,383.33
	Monthly Annual	21,008.00	21,860.80	22,713.60	23,545.60	24,377.60	25,230.40	26,083.20	26,915.20	27,768.00	28,600.00
309	Hourly	10.76	11.21	11.64	12.06	12.49	12.93	13.36	13.79	14.22	14.66
	Semi-Monthly	932.53	971.53	1,008.80	1,045.20	1,082.47	1,120.60	1,157.87	1,195.13	1,232.40	1,270.53
	Monthly Annual	1,865.07	1,943.07	2,017.60	2,090.40	2,164.93	2,241.20	2,315.73	2,390.27	2,464.80	2,541.07
310	Hourly	22,380.80	23,316.80	24,211.20	25,084.80	25,979.20	26,894.40	27,788.80	28,683.20	29,577.60	30,492.80
	Semi-Monthly	11.26	11.71	12.16	12.62	13.07	13.52	13.98	14.44	14.89	15.35
	Monthly Annual	975.87	1,014.87	1,053.87	1,093.73	1,132.73	1,171.73	1,211.60	1,251.47	1,290.47	1,330.33
311	Hourly	1,951.73	2,029.73	2,107.73	2,187.47	2,265.47	2,343.47	2,423.20	2,502.93	2,580.93	2,660.67
	Semi-Monthly	23,420.80	24,356.80	25,292.80	26,249.60	27,185.60	28,121.60	29,078.40	30,035.20	30,971.20	31,928.00
	Monthly Annual										

**Board of Regents, State of Iowa  
Security Pay Plan  
July 1, 2001**

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
309	Hourly	11.95	12.43	12.91	13.38	13.85	14.33	14.80	15.27	15.75	16.22
	Semi-Monthly	1,035.67	1,077.27	1,118.87	1,159.60	1,200.33	1,241.93	1,282.67	1,323.40	1,365.00	1,405.73
	Monthly	2,071.33	2,154.53	2,237.73	2,319.20	2,400.67	2,483.87	2,565.33	2,646.80	2,730.00	2,811.47
310	Annual	24,856.00	25,854.40	26,852.80	27,830.40	28,808.00	29,806.40	30,784.00	31,761.60	32,760.00	33,737.60
	Hourly	12.49	13.00	13.50	14.00	14.51	15.02	15.51	16.02	16.53	17.03
	Semi-Monthly	1,082.47	1,126.67	1,170.00	1,213.33	1,257.53	1,301.73	1,344.20	1,388.40	1,432.60	1,475.93
311	Monthly	2,164.93	2,253.33	2,340.00	2,426.67	2,515.07	2,603.47	2,688.40	2,776.80	2,865.20	2,951.87
	Annual	25,979.20	27,040.00	28,080.00	29,120.00	30,180.80	31,241.60	32,260.80	33,321.60	34,382.40	35,422.40
	Hourly	13.03	13.55	14.10	14.63	15.15	15.70	16.22	16.75	17.29	17.82
312	Semi-Monthly	1,129.27	1,174.33	1,222.00	1,267.93	1,313.00	1,360.67	1,405.73	1,451.67	1,498.47	1,544.40
	Monthly	2,258.53	2,348.67	2,444.00	2,535.87	2,626.00	2,721.33	2,811.47	2,903.33	2,996.93	3,088.80
	Annual	27,102.40	28,184.00	29,328.00	30,430.40	31,512.00	32,656.00	33,737.60	34,840.00	35,963.20	37,065.60
313	Hourly	13.66	14.21	14.77	15.34	15.89	16.45	17.02	17.57	18.14	18.69
	Semi-Monthly	1,183.87	1,231.53	1,280.07	1,329.47	1,377.13	1,425.67	1,475.07	1,522.73	1,572.13	1,619.80
	Monthly	2,367.73	2,463.07	2,560.13	2,658.93	2,754.27	2,851.33	2,950.13	3,045.47	3,144.27	3,239.60
314	Annual	28,412.80	29,556.80	30,721.60	31,907.20	33,051.20	34,216.00	35,401.60	36,545.60	37,731.20	38,875.20
	Hourly	14.22	14.82	15.42	16.02	16.61	17.21	17.81	18.41	19.00	19.60
	Semi-Monthly	1,232.40	1,284.40	1,336.40	1,388.40	1,439.53	1,491.53	1,543.53	1,595.53	1,646.67	1,698.67
315	Monthly	2,464.80	2,568.80	2,672.80	2,776.80	2,879.07	2,983.07	3,087.07	3,191.07	3,293.33	3,397.33
	Annual	29,577.60	30,825.60	32,073.60	33,321.60	34,548.80	35,796.80	37,044.80	38,292.80	39,520.00	40,768.00
	Hourly	14.89	15.47	16.05	16.63	17.20	17.79	18.36	18.95	19.53	20.11
315	Semi-Monthly	1,290.47	1,340.73	1,391.00	1,441.27	1,490.67	1,541.80	1,591.20	1,642.33	1,692.60	1,742.87
	Monthly	2,580.93	2,681.47	2,782.00	2,882.53	2,981.33	3,083.60	3,182.40	3,284.67	3,385.20	3,485.73
	Annual	30,971.20	32,177.60	33,384.00	34,590.40	35,776.00	37,003.20	38,188.80	39,416.00	40,622.40	41,828.80
315	Hourly	15.40	16.03	16.67	17.30	17.93	18.57	19.20	19.84	20.47	21.10
	Semi-Monthly	1,334.67	1,389.27	1,444.73	1,499.33	1,553.93	1,609.40	1,664.00	1,719.47	1,774.07	1,828.67
	Monthly	2,669.33	2,778.53	2,889.47	2,998.67	3,107.87	3,218.80	3,328.00	3,438.93	3,548.13	3,657.33
315	Annual	32,032.00	33,342.40	34,673.60	35,984.00	37,294.40	38,625.60	39,936.00	41,267.20	42,577.60	43,888.00

Board of Regents, State of Iowa  
Technical Pay Plan  
July 1, 2001

GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
401	Hourly	6.83	7.11	7.41	7.70	8.00	8.28	8.58	8.88	9.17	9.46
	Semi-Monthly	591.93	616.20	642.20	667.33	693.33	717.60	743.60	769.60	794.73	819.87
	Monthly	1,183.87	1,232.40	1,284.40	1,334.67	1,386.67	1,435.20	1,487.20	1,539.20	1,589.47	1,639.73
402	Hourly	14,206.40	14,788.80	15,412.80	16,016.00	16,640.00	17,222.40	17,846.40	18,470.40	19,073.60	19,676.80
	Semi-Monthly	7.55	7.84	8.13	8.43	8.71	9.01	9.31	9.60	9.89	10.19
	Monthly	15,704.00	16,307.20	16,910.40	17,534.40	18,116.80	18,740.80	19,364.80	19,988.00	20,571.20	21,195.20
403	Hourly	8.20	8.53	8.86	9.19	9.51	9.84	10.18	10.51	10.84	11.15
	Semi-Monthly	710.67	739.27	767.87	796.47	824.20	852.80	882.27	910.87	939.47	968.33
	Monthly	1,421.33	1,478.53	1,535.73	1,592.93	1,648.40	1,705.60	1,764.53	1,821.73	1,878.93	1,932.67
404	Hourly	17,056.00	17,742.40	18,428.80	19,115.20	19,780.80	20,467.20	21,174.40	21,860.80	22,547.20	23,192.00
	Semi-Monthly	8.71	9.07	9.45	9.81	10.17	10.53	10.90	11.26	11.62	11.97
	Monthly	18,116.80	18,865.60	19,655.00	20,404.80	21,153.60	21,902.40	22,672.00	23,420.80	24,169.60	24,897.60
405	Hourly	9.36	9.74	10.14	10.53	10.92	11.30	11.69	12.08	12.46	12.85
	Semi-Monthly	811.20	844.13	878.80	912.60	946.40	979.33	1,013.13	1,046.93	1,079.87	1,113.67
	Monthly	1,622.40	1,688.27	1,757.60	1,825.20	1,892.80	1,958.67	2,026.27	2,093.87	2,159.73	2,227.33
406	Hourly	19,468.80	20,259.20	21,091.20	21,902.40	22,713.60	23,504.00	24,315.20	25,126.40	25,916.80	26,728.00
	Semi-Monthly	9.89	10.32	10.75	11.20	11.63	12.05	12.48	12.92	13.35	13.78
	Monthly	20,571.20	21,465.60	22,360.00	23,296.00	24,190.40	25,064.00	25,958.40	26,873.60	27,768.00	28,662.40
407	Hourly	10.63	11.08	11.55	12.01	12.46	12.92	13.37	13.82	14.28	14.73
	Semi-Monthly	921.27	960.27	1,001.00	1,040.87	1,079.87	1,119.73	1,158.73	1,197.73	1,237.60	1,276.60
	Monthly	1,842.53	1,920.53	2,002.00	2,081.73	2,159.73	2,239.47	2,317.47	2,395.47	2,475.20	2,553.20
408	Hourly	22,110.40	23,046.40	24,024.00	24,980.80	25,916.80	26,873.60	27,809.60	28,745.60	29,702.40	30,638.40
	Semi-Monthly	11.13	11.63	12.11	12.60	13.08	13.57	14.06	14.54	15.03	15.52
	Monthly	23,150.40	24,190.40	25,188.80	26,208.00	27,206.40	28,225.60	29,244.80	30,243.20	31,262.40	32,281.60

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
409	Hourly	11.90	12.37	12.86	13.35	13.83	14.31	14.79	15.29	15.76	16.24
	Semi-Monthly	1,031.33	1,072.07	1,114.53	1,157.00	1,198.60	1,240.20	1,281.80	1,325.13	1,365.87	1,407.47
	Monthly Annual	2,062.67	2,144.13	2,229.07	2,314.00	2,397.20	2,480.40	2,563.60	2,650.27	2,731.73	2,814.93
410	Hourly	24,752.00	25,729.60	26,748.80	27,768.00	28,766.40	29,764.80	30,763.20	31,803.20	32,780.80	33,779.20
	Hourly	12.46	12.96	13.44	13.94	14.42	14.92	15.41	15.90	16.39	16.89
	Semi-Monthly	1,079.87	1,123.20	1,164.80	1,208.13	1,249.73	1,293.07	1,335.53	1,378.00	1,420.47	1,463.80
411	Hourly	25,916.80	26,956.80	27,955.20	28,995.20	29,993.60	31,033.60	32,052.80	33,072.00	34,091.20	35,131.20
	Hourly	13.03	13.54	14.07	14.58	15.11	15.63	16.15	16.67	17.18	17.72
	Semi-Monthly	1,129.27	1,173.47	1,219.40	1,263.60	1,309.53	1,354.60	1,399.67	1,444.73	1,488.93	1,535.73
412	Hourly	27,102.40	28,163.20	29,265.60	30,326.40	31,428.80	32,510.40	33,592.00	34,673.60	35,734.40	36,857.60
	Hourly	13.69	14.22	14.77	15.33	15.86	16.41	16.95	17.50	18.05	18.59
	Semi-Monthly	1,186.47	1,232.40	1,280.07	1,328.60	1,374.53	1,422.20	1,469.00	1,516.67	1,564.33	1,611.13
413	Hourly	28,475.20	29,577.60	30,721.60	31,886.40	32,988.80	34,132.80	35,256.00	36,400.00	37,544.00	38,667.20
	Hourly	14.28	14.87	15.45	16.03	16.61	17.20	17.79	18.36	18.95	19.53
	Semi-Monthly	1,237.60	1,288.73	1,339.00	1,389.27	1,439.53	1,490.67	1,541.80	1,591.20	1,642.33	1,692.60
414	Hourly	29,702.40	30,929.60	32,136.00	33,342.40	34,548.80	35,776.00	37,003.20	38,188.80	39,416.00	40,622.40
	Hourly	15.03	15.59	16.16	16.72	17.28	17.84	18.40	18.97	19.53	20.09
	Semi-Monthly	1,302.60	1,351.13	1,400.53	1,449.07	1,497.60	1,546.13	1,594.67	1,644.07	1,692.60	1,741.13
415	Hourly	31,262.40	32,427.20	33,612.80	34,777.60	35,942.40	37,107.20	38,272.00	39,457.60	40,622.40	41,787.20
	Hourly	15.39	16.03	16.67	17.31	17.94	18.59	19.22	19.87	20.51	21.15
	Semi-Monthly	1,333.80	1,389.27	1,444.73	1,500.20	1,554.80	1,611.13	1,665.73	1,722.07	1,777.53	1,833.00
	Annual	32,011.20	33,342.40	34,673.60	36,004.80	37,315.20	38,667.20	39,977.60	41,329.60	42,660.80	43,992.00



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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
501	Hourly	6.83	7.16	7.49	7.82	8.15	8.49	8.82	9.16	9.48	9.82
	Semi-Monthly	591.93	620.53	649.13	677.73	706.33	735.80	764.40	793.87	821.60	851.07
	Monthly Annual	1,183.87	1,241.07	1,298.27	1,355.47	1,412.67	1,471.60	1,528.80	1,587.73	1,643.20	1,702.13
502	Hourly	14,206.40	14,892.80	15,579.20	16,265.60	16,952.00	17,639.20	18,325.60	19,012.00	19,698.40	20,384.80
	Hourly	7.55	7.87	8.21	8.55	8.88	9.22	9.56	9.88	10.22	10.56
	Semi-Monthly	654.33	682.07	711.53	741.00	769.80	799.07	828.53	856.27	885.73	915.20
503	Hourly	15,704.00	16,369.60	17,035.20	17,700.80	18,366.40	19,032.00	19,697.60	20,363.20	21,028.80	21,694.40
	Hourly	8.20	8.57	8.95	9.32	9.70	10.07	10.45	10.83	11.21	11.57
	Semi-Monthly	710.67	742.73	775.67	807.73	840.67	872.73	905.67	938.60	971.53	1,002.73
504	Hourly	17,056.00	17,825.60	18,595.20	19,364.80	20,134.40	20,904.00	21,673.60	22,443.20	23,212.80	23,982.40
	Hourly	8.71	9.12	9.53	9.93	10.34	10.74	11.14	11.56	11.96	12.36
	Semi-Monthly	754.87	790.40	825.93	860.60	896.13	930.80	965.47	1,001.87	1,036.53	1,071.20
505	Hourly	18,116.80	18,969.60	19,822.40	20,675.20	21,528.00	22,380.80	23,233.60	24,086.40	24,939.20	25,792.00
	Hourly	9.36	9.80	10.23	10.66	11.10	11.54	11.97	12.41	12.84	13.29
	Semi-Monthly	811.20	849.33	886.60	923.87	962.00	1,000.13	1,037.40	1,075.53	1,112.80	1,151.80
506	Hourly	19,468.80	20,384.00	21,299.20	22,214.40	23,129.60	24,044.80	24,960.00	25,875.20	26,790.40	27,705.60
	Hourly	9.89	10.38	10.87	11.35	11.83	12.32	12.81	13.30	13.78	14.27
	Semi-Monthly	857.13	899.60	942.07	983.67	1,025.27	1,067.73	1,110.20	1,152.67	1,194.27	1,236.73
507	Hourly	20,571.20	21,590.40	22,609.60	23,628.80	24,648.00	25,667.20	26,686.40	27,705.60	28,724.80	29,744.00
	Hourly	10.63	11.14	11.66	12.17	12.68	13.19	13.72	14.22	14.74	15.25
	Semi-Monthly	921.27	965.47	1,010.53	1,054.73	1,098.93	1,143.13	1,189.07	1,232.40	1,277.47	1,321.67
508	Hourly	22,110.40	23,171.20	24,232.00	25,292.80	26,353.60	27,414.40	28,475.20	29,536.00	30,596.80	31,657.60
	Hourly	11.13	11.68	12.23	12.76	13.32	13.85	14.40	14.95	15.49	16.03
	Semi-Monthly	964.60	1,012.27	1,059.93	1,105.87	1,154.40	1,200.33	1,248.00	1,295.67	1,342.47	1,389.27
509	Hourly	23,150.40	24,294.40	25,438.40	26,582.40	27,726.40	28,870.40	29,964.40	31,058.40	32,152.40	33,246.40
	Hourly	11.57	12.14	12.71	13.28	13.85	14.42	14.99	15.56	16.13	16.70
	Semi-Monthly	984.60	1,034.40	1,084.20	1,134.00	1,183.80	1,233.60	1,283.40	1,333.20	1,383.00	1,432.80

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
509	Hourly	11.90	12.45	12.99	13.53	14.09	14.64	15.17	15.73	16.27	16.82
	Semi-Monthly	1,031.33	1,079.00	1,125.80	1,172.60	1,221.13	1,268.80	1,314.73	1,363.27	1,410.07	1,457.73
	Monthly	2,062.67	2,158.00	2,251.60	2,345.20	2,442.27	2,537.60	2,629.47	2,726.53	2,820.13	2,915.47
510	Annual	24,752.00	25,896.00	27,019.20	28,142.40	29,307.20	30,451.20	31,553.60	32,718.40	33,841.60	34,985.60
	Hourly	12.46	13.02	13.58	14.13	14.69	15.25	15.80	16.36	16.92	17.47
	Semi-Monthly	1,079.87	1,128.40	1,176.93	1,224.60	1,273.13	1,321.67	1,369.33	1,417.87	1,466.40	1,514.07
511	Monthly	2,159.73	2,256.80	2,353.87	2,449.20	2,546.27	2,643.33	2,738.67	2,835.73	2,932.80	3,028.13
	Annual	25,916.80	27,081.60	28,246.40	29,390.40	30,555.20	31,720.00	32,864.00	34,028.80	35,193.60	36,337.60
	Hourly	13.03	13.63	14.20	14.79	15.38	15.97	16.56	17.14	17.74	18.31
512	Semi-Monthly	1,129.27	1,181.27	1,230.67	1,281.80	1,332.93	1,384.07	1,435.20	1,485.47	1,537.47	1,586.87
	Monthly	2,258.53	2,362.53	2,461.33	2,563.60	2,665.87	2,768.13	2,870.40	2,970.93	3,074.93	3,173.73
	Annual	27,102.40	28,350.40	29,536.00	30,763.20	31,990.40	33,217.60	34,444.80	35,651.20	36,899.20	38,084.80
513	Hourly	13.69	14.30	14.92	15.53	16.16	16.78	17.40	18.01	18.63	19.25
	Semi-Monthly	1,186.47	1,239.33	1,293.07	1,345.93	1,400.53	1,454.27	1,508.00	1,560.87	1,614.60	1,668.33
	Monthly	2,372.93	2,478.67	2,586.13	2,691.87	2,801.07	2,908.53	3,016.00	3,121.73	3,229.20	3,336.67
514	Annual	28,475.20	29,744.00	31,033.60	32,302.40	33,612.80	34,902.40	36,192.00	37,460.80	38,750.40	40,040.00
	Hourly	14.28	14.95	15.59	16.26	16.92	17.58	18.24	18.89	19.56	20.22
	Semi-Monthly	1,237.60	1,295.67	1,351.13	1,409.20	1,466.40	1,523.60	1,580.80	1,637.13	1,695.20	1,752.40
515	Monthly	2,475.20	2,591.33	2,702.27	2,818.40	2,932.80	3,047.20	3,161.60	3,274.27	3,390.40	3,504.80
	Annual	29,702.40	31,096.00	32,427.20	33,820.80	35,193.60	36,566.40	37,939.20	39,291.20	40,684.80	42,057.60
	Hourly	15.03	15.68	16.32	16.97	17.61	18.26	18.91	19.55	20.20	20.84
516	Semi-Monthly	1,302.60	1,358.93	1,414.40	1,470.73	1,526.20	1,582.53	1,638.87	1,694.33	1,750.67	1,806.13
	Monthly	2,605.20	2,717.87	2,828.80	2,941.47	3,052.40	3,165.07	3,277.73	3,388.67	3,501.33	3,612.27
	Annual	31,262.40	32,614.40	33,945.60	35,297.60	36,628.80	37,980.80	39,332.80	40,684.00	42,016.00	43,347.20
517	Hourly	15.39	16.12	16.84	17.56	18.29	19.02	19.75	20.47	21.19	21.92
	Semi-Monthly	1,333.80	1,397.07	1,459.47	1,521.87	1,585.13	1,648.40	1,711.67	1,774.07	1,836.47	1,899.73
	Monthly	2,667.60	2,794.13	2,918.93	3,043.73	3,170.27	3,296.80	3,423.33	3,548.13	3,672.93	3,799.47
518	Annual	32,011.20	33,529.60	35,027.20	36,524.80	38,043.20	39,561.60	41,080.00	42,577.60	44,075.20	45,593.60

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
101	Hourly	6.83	7.16	7.49	7.82	8.15	8.49	8.82	9.16	9.48	9.82
	Semi-Monthly	591.93	620.53	649.13	677.73	706.33	735.80	764.40	793.87	821.60	851.07
	Monthly	1,183.87	1,241.07	1,298.27	1,355.47	1,412.67	1,471.60	1,528.80	1,587.73	1,643.20	1,702.13
102	Hourly	14,206.40	14,892.80	15,579.20	16,265.60	16,952.00	17,638.40	18,324.80	19,011.20	19,697.60	20,384.00
	Semi-Monthly	7.55	7.87	8.21	8.55	8.88	9.22	9.56	9.88	10.22	10.56
	Monthly	15,064.00	15,785.60	16,507.20	17,228.80	17,950.40	18,672.00	19,393.60	20,115.20	20,836.80	21,558.40
103	Hourly	8.20	8.57	8.95	9.32	9.70	10.07	10.45	10.83	11.21	11.57
	Semi-Monthly	710.67	742.73	775.67	807.73	840.67	872.73	905.67	938.60	971.53	1,002.73
	Monthly	1,421.33	1,485.47	1,551.33	1,615.47	1,681.33	1,745.47	1,811.33	1,877.20	1,943.07	2,005.47
104	Hourly	17,058.00	17,825.60	18,616.00	19,385.60	20,176.00	20,945.60	21,736.00	22,526.40	23,316.80	24,065.60
	Semi-Monthly	8.71	9.12	9.53	9.93	10.34	10.74	11.14	11.56	11.96	12.36
	Monthly	18,116.80	18,969.60	19,822.40	20,654.40	21,507.20	22,339.20	23,171.20	24,044.80	24,876.80	25,708.80
105	Hourly	9.36	9.80	10.23	10.66	11.10	11.54	11.97	12.41	12.84	13.29
	Semi-Monthly	811.20	849.33	886.80	923.87	962.00	1,000.13	1,037.40	1,075.53	1,112.80	1,151.80
	Monthly	1,622.40	1,698.67	1,773.20	1,847.73	1,924.00	2,000.27	2,074.80	2,151.07	2,225.60	2,303.60
106	Hourly	19,468.80	20,384.00	21,278.40	22,172.80	23,088.00	24,003.20	24,897.60	25,812.80	26,707.20	27,643.20
	Semi-Monthly	9.89	10.38	10.87	11.35	11.83	12.32	12.81	13.30	13.78	14.27
	Monthly	20,571.20	21,590.40	22,609.60	23,608.00	24,606.40	25,625.60	26,644.80	27,664.00	28,682.40	29,681.60
107	Hourly	10.63	11.14	11.66	12.17	12.68	13.19	13.72	14.22	14.74	15.25
	Semi-Monthly	921.27	965.47	1,010.53	1,054.73	1,098.93	1,143.13	1,189.07	1,232.40	1,277.47	1,321.67
	Monthly	1,842.53	1,930.93	2,021.07	2,109.47	2,197.87	2,286.27	2,378.13	2,464.80	2,554.93	2,643.33
108	Hourly	22,110.40	23,171.20	24,252.80	25,313.60	26,374.40	27,435.20	28,537.60	29,577.60	30,659.20	31,720.00
	Semi-Monthly	11.13	11.68	12.23	12.76	13.32	13.85	14.40	14.95	15.49	16.03
	Monthly	23,150.40	24,294.40	25,438.40	26,540.80	27,705.60	28,808.00	29,952.00	31,086.00	32,219.20	33,342.40
109	Hourly	11.90	12.45	12.99	13.53	14.09	14.64	15.17	15.73	16.27	16.82
	Semi-Monthly	1,031.33	1,079.00	1,125.80	1,172.60	1,221.13	1,268.80	1,314.73	1,363.27	1,410.07	1,457.73
	Monthly	2,062.67	2,158.00	2,251.60	2,345.20	2,442.27	2,537.60	2,629.47	2,726.53	2,820.13	2,915.47
	Hourly	24,752.00	25,886.00	27,019.20	28,142.40	29,307.20	30,451.20	31,553.60	32,718.40	33,841.60	34,985.60
	Semi-Monthly										
	Monthly										

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GRADE		STEPS									
		1	2	3	4	5	6	7	8	9	10
110	Hourly	12.46	13.02	13.58	14.13	14.69	15.25	15.80	16.36	16.92	17.47
	Semi-Monthly	1,079.87	1,128.40	1,176.93	1,224.60	1,273.13	1,321.67	1,369.33	1,417.87	1,466.40	1,514.07
	Monthly	2,159.73	2,256.80	2,353.87	2,449.20	2,546.27	2,643.33	2,738.67	2,835.73	2,932.80	3,028.13
	Annual	25,916.80	27,081.60	28,246.40	29,390.40	30,555.20	31,720.00	32,884.00	34,028.80	35,193.60	36,337.60
111	Hourly	13.03	13.63	14.20	14.79	15.38	15.97	16.56	17.14	17.74	18.31
	Semi-Monthly	1,129.27	1,181.27	1,230.67	1,281.80	1,332.93	1,384.07	1,435.20	1,485.47	1,537.47	1,586.87
	Monthly	2,258.53	2,362.53	2,461.33	2,563.60	2,665.87	2,768.13	2,870.40	2,970.93	3,074.93	3,173.73
	Annual	27,102.40	28,350.40	29,536.00	30,763.20	31,990.40	33,217.60	34,444.80	35,651.20	36,899.20	38,084.80
112	Hourly	13.69	14.30	14.92	15.53	16.16	16.78	17.40	18.01	18.63	19.25
	Semi-Monthly	1,186.47	1,239.33	1,293.07	1,345.93	1,400.53	1,454.27	1,508.00	1,560.87	1,614.60	1,668.33
	Monthly	2,372.93	2,478.67	2,586.13	2,691.87	2,801.07	2,908.53	3,016.00	3,121.73	3,229.20	3,336.67
	Annual	28,475.20	29,744.00	31,033.60	32,302.40	33,612.80	34,902.40	36,192.00	37,460.80	38,750.40	40,040.00
113	Hourly	14.28	14.95	15.59	16.26	16.92	17.58	18.24	18.89	19.56	20.22
	Semi-Monthly	1,237.60	1,295.67	1,351.13	1,409.20	1,466.40	1,523.60	1,580.80	1,637.13	1,695.20	1,752.40
	Monthly	2,475.20	2,591.33	2,702.27	2,818.40	2,932.80	3,047.20	3,161.60	3,274.27	3,390.40	3,504.80
	Annual	29,702.40	31,096.00	32,427.20	33,820.80	35,193.60	36,566.40	37,939.20	39,291.20	40,684.80	42,057.60
114	Hourly	15.03	15.68	16.32	16.97	17.61	18.26	18.91	19.55	20.20	20.84
	Semi-Monthly	1,302.60	1,358.93	1,414.40	1,470.73	1,526.20	1,582.53	1,638.87	1,694.33	1,750.67	1,806.13
	Monthly	2,605.20	2,717.87	2,828.80	2,941.47	3,052.40	3,165.07	3,277.73	3,388.67	3,501.33	3,612.27
	Annual	31,262.40	32,614.40	33,945.60	35,297.60	36,628.80	37,980.80	39,332.80	40,664.00	42,016.00	43,347.20
115	Hourly	15.39	16.12	16.84	17.56	18.29	19.02	19.75	20.47	21.19	21.92
	Semi-Monthly	1,333.80	1,397.07	1,459.47	1,521.87	1,585.13	1,648.40	1,711.67	1,774.07	1,836.47	1,899.73
	Monthly	2,667.60	2,794.13	2,918.93	3,043.73	3,170.27	3,296.80	3,423.33	3,548.13	3,672.93	3,799.47
	Annual	32,011.20	33,529.60	35,027.20	36,524.80	38,043.20	39,561.60	41,080.00	42,577.60	44,075.20	45,593.60
116	Hourly	15.99	16.78	17.56	18.35	19.15	19.93	20.72	21.52	22.30	23.09
	Semi-Monthly	1,385.80	1,454.27	1,521.87	1,590.33	1,659.67	1,727.27	1,795.73	1,865.07	1,932.67	2,001.13
	Monthly	2,771.60	2,908.53	3,043.73	3,180.67	3,319.33	3,454.53	3,591.47	3,730.13	3,865.33	4,002.27
	Annual	33,259.20	34,902.40	36,524.80	38,168.00	39,832.00	41,454.40	43,097.60	44,761.60	46,384.00	48,027.20
117	Hourly	16.78	17.61	18.44	19.27	20.10	20.94	21.76	22.60	23.43	24.26
	Semi-Monthly	1,454.27	1,526.20	1,598.13	1,670.07	1,742.00	1,814.80	1,885.87	1,958.67	2,030.60	2,102.53
	Monthly	2,908.53	3,052.40	3,196.27	3,340.13	3,484.00	3,629.60	3,771.73	3,917.33	4,061.20	4,205.07
	Annual	34,902.40	36,628.80	38,355.20	40,081.60	41,808.00	43,555.20	45,260.80	47,008.00	48,734.40	50,460.80
118	Hourly	17.62	18.51	19.38	20.26	21.14	22.01	22.89	23.76	24.65	25.52
	Semi-Monthly	1,527.07	1,604.20	1,679.60	1,755.87	1,832.13	1,907.53	1,983.80	2,059.20	2,136.33	2,211.73
	Monthly	3,054.13	3,208.40	3,359.20	3,511.73	3,664.27	3,815.07	3,967.60	4,118.40	4,272.67	4,423.47
	Annual	36,649.60	38,500.80	40,310.40	42,140.80	43,971.20	45,780.80	47,611.20	49,420.80	51,272.00	53,081.60